

July 29th 2020

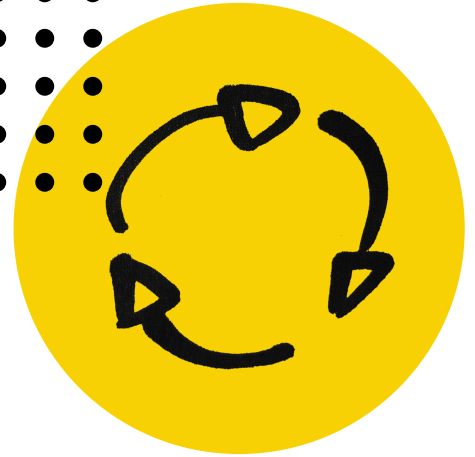


Care & Support for Distributed Teams

TheHum.org

Care

- Caring **is also work...**
 - Practical **hospitality**
 - **Emotional** work
 - Gestures of **consideration**
 - Supporting **people's development**
- **Done informally** by a few people carrying the extra load not being acknowledged or paid for it.
- **Source of conflict**, bitterness, overload & **burn out**.
- **Make it visible**, account as tasks.
- **Share it fairly**.



Loomio - Stewardship

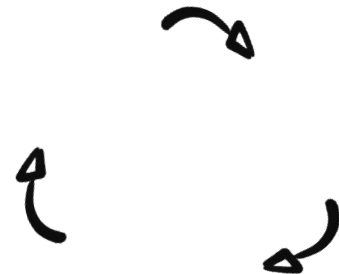
Loomio is a coop of around **15 people**.

We use a peer-to-peer **support circle**.

It **helps to:**

- Encourage different **connections** and **break cliques**.
- Transfer **relational skills**.
- **Improve the team's** relational intelligence.

Working Group sets the connections.



[>> Details on the Handbook](#)

Gini - Support

Self-managed tech company, around **60 people**.

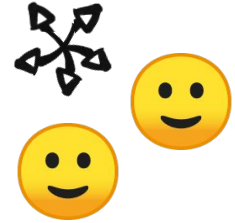
- Put a **big emphasis on** personal and professional **development**.
- Have a **working group** of people **skilled in coaching** that provide the support to others.
- They **train others** in coaching to join the team.
- Have **external coaches and mentors** for anyone.

[>> Details on the Handbook](#)

Enspiral - Pods

Distributed network of around **250 people**.

Support in Pods - **small groups** of 3 to 5 people that meet regularly to support each other.



- **Different intentions:** emotional support, help on a project, book club, doing an online course, etc.
- Pods change around **6 months**.
- **Working group** supports the Pod formation.

[>> Details on the Handbook](#)



Go deeper...

Learn more about care systems, and other Patterns for Decentralised Organisations with our online course:

<https://www.thehum.org/online-course>

